



# ELREC Annual Report 2006/07





**Professor  
Braj P Sinha  
Chair**

**ELREC's  
Aims**

## **Introduction**

I am extremely pleased to report that the year 2006-07 was very successful for ELREC in terms of increasing the funding base and our staffing level.

## **Funding and Provision of Services**

We have secured funding from the Edinburgh City Council, Lothian and Boarder Police, Scottish Executive, the Commission of Racial Equality and other sources. We increased our total grant by 20% approximately compared to the last financial year. The funding allowed us to provide enhanced services in all areas of our activities. The Complainant Aid not only assisted the victims of racial discrimination but also secured financial settlement award of £49,225 for victims. The Youth Zone was very effective in providing one to one support, delivery of anti-racism workshop and out-reach work. The Anti-Racism Talent Show involving primary school children organised by Youth Zone was very successful. The four seminars in various Lothian Councils under Community Planning were also very successful.

## **Scottish Alliance of Racial Equality Councils (SAREC)**

We were successful in forging a link with the other three Scottish Racial Equality Councils (Central Scotland, Grampian & West of Scotland) to form the Scottish Alliance of Racial Equality Council to work for a just and integrated society in Scotland. One of the main purposes was to obtain the core fundings for four RECs from the Scottish Executive for successful delivery of its aim. SAREC was successful in obtaining limited project funding but failed in convincing the Scottish Executive for providing the essential core funding.

## **Outlook**

I thank the City of Edinburgh Council & Lothian Boarder Police for their support for providing the core funding. However, the core funding from the City of Edinburgh and Police remained the same for the last three years resulting in the reduction in funding due to inflation. Further, both the staffing cost and the recurring operating expenditure have increased in the past and are increasing which may create a huge deficit next financial year unless ELREC raises funds from other sources or trims its expenses to balance the books.

The other area, I would like to draw the attention of the New Board to look at, is the ethnic mix of the Board of Directors. In my capacity as the Chair, I did address the issue and I urge that the New Board of Directors to actively encourage members from other black and minority ethnic communities to join the ELREC Board.

## **A word of Appreciation**

I would like to mention that the impressive performances of last year were due to the dedication and commitment of our staff. I would also like to express my gratitude to my fellow Directors for their support. I have decided to step down as the Chair of ELREC. I am thankful to all our members for electing me as the Chair of ELREC and hope you will continue to support ELREC in future.

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Edinburgh & Lothians Racial Equality Council (ELREC) is a voluntary body and charitable company made up of individual members and representatives from a wide range of organisations. ELREC has a remit to work across the areas of City of Edinburgh, East Lothian, Midlothian and West Lothian Councils.

We aim to:

- Work towards the elimination of racial discrimination
- Promote equality of opportunity and good relations between persons of different racial groups
- Promote and organise co-operation of statutory authorities and voluntary organisations

Edinburgh is a city of many strengths. Significant amongst them is the diversity of its population bringing a wealth of talent, experience and perspective to our civic life. The quality of life in Edinburgh is consistently highly rated, and ensuring this is experienced by the many different communities that choose to live here is one of the Council's major concerns.

Edinburgh's different communities themselves play a vital role in helping the Council achieve this, sometimes through working with us, sometimes by providing services for us and sometimes by challenging us when we don't get things right. Over a number of years, ELREC's contribution to the city, in particular through ensuring an awareness of the needs and aspirations of the city's black and minority ethnic communities, has been significant.

We wish ELREC every success over the coming year and look forward to seeing the results of the work we will do together.



**George and Elizabeth Grubb  
Lord and Lady  
Provost  
City of  
Edinburgh  
Council**

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This has been a dynamic year within the field of equality and diversity. Central government research is making us consider how work in this field should be progressed. Edinburgh's population has seen the effect of changing patterns of international migration together with the benefits and challenges that presents. Through all of this, the issue of community integration and cohesion has come strongly into focus with recent events bringing closer to home the implications of ignoring this important issue

The way in which Edinburgh's citizens live, work, study and enjoy their leisure time together has to be one of the Council's top priorities; however we cannot work on this alone. The only way we can harness the myriad of opportunities Edinburgh's diversity offers is through working with organisations like ELREC and I look forward to the continuation of this partnership as we strive to build strong and cohesive communities within the city.



**Cllr Jenny Dawe  
Leader of the  
Council  
City of  
Edinburgh  
Council**

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As Chief Constable of Lothian and Borders Police I am acutely aware of the need to develop long term and fruitful partnerships to generate safety and security for all our communities.

ELREC continue to be a trusted partner who engage with us in this enterprise and play a critical role in the development and delivery of youth projects, giving our young people a constructive and fruitful purpose in society.

ELREC are also seen as a major influence in driving forward the inclusion of the BME community needs in the Community Planning process. Leading in these critical areas has ensured that ELREC has established itself as a reliable and credible advocate.



**David Strang  
OPM, BSc, MSc  
Chief Constable  
Lothian and  
Borders Police**



**Professor  
Geoff Palmer  
President**

Last year (2006) ELREC celebrated its 35<sup>th</sup> year as an important organisation at the forefront of the fight against racism. Our AGM at the Scottish Parliament was well attended and the celebratory party at the City Chambers was a successful multicultural event.

As President, I attend Board Meetings and although I do not have a vote, I contributed to the management of the organisation and represent ELREC at events held over the year in the community. This year, along with other members of the Board, I contributed to various meetings organised by ELREC in Edinburgh and the Lothians. One of the most important was the event held at the Hub, in Edinburgh, for school children. At this event I was asked to speak about the abolition of the British slave trade which occurred 200 years in 1807. The children were very responsive to a part of their history that they knew very little about. In my view such events broaden the work of ELREC and should continue. Such events will enable young people to see and understand the historical links between Scotland and the countries from which BME people originated. Improved understanding should improve race relations.

I believe that ELREC can play an important role in helping BME children, who feel alienated by the system, to regain confidence and succeed in what they choose to do. In this regard, ELREC's Youth Zone Project is very important and I hope that the out-come from this project will encourage future work in this area of need.

In general, ELREC remains the primary race relations organisation in Edinburgh and the Lothians. It is functioning well and I would like to thank our funders for their support. The staff continues to do well under difficult circumstances of limited funding. Additional finding opportunities should be explored. The coming year will be a challenging one but I am sure that ELREC will do its best to continue to serve the needs of the community.



**Foyso H  
Choudhury  
MBE  
Vice Chair**

ELREC has had another successful year. As vice-Chair and Chair of the Personnel and Policy Committee I had been involved in various activities of ELREC. I have worked with the Chair to ensure that the Board Meetings are properly managed. Attendance has been good and the participation of Board Members in the management of the organisation has been excellent. Staff performance has been excellent and every effort has been made to ensure that ELREC is properly staffed to carry out all of its projects, while still maintaining its community and race relations work.

We have a good gender mix in ELREC, however we hope to encourage more women to take an active part in the governance of ELREC. Our ethnicity mix is also good but it is important that people from all ethnic groups join ELREC so that we can go forward as a truly multicultural organisation.

Like many other people, I have devoted myself to ELREC and will continue to do everything I can to ensure that it survives to meet the needs of the community.

Finally, I would like thank all the Management Board Members, Director, Staff, and all the members for all the hard work they have done over the years.

**Management  
Board  
2006/07**

- |                         |  |
|-------------------------|--|
| Honorary President      | Prof Geoff Palmer OBE                      |
| Chair                   | Prof Braj P Sinha                          |
| Vice Chair              | Foyso H Choudhury MBE                      |
| Treasurer               | Mohamed Amjad Chaudhry                     |
| Company Secretary       | Steve Kent                                 |
| Ordinary Board Members: | Shah Noor Chowdhury, Emma Crawshaw         |
|                         | Ehtisham Ullah (Shami) Khan, Parmjit Singh |
|                         | Suzanne Munday, Ijaz Nazir                 |
|                         | Narinder Sood, Indleeb Walayat             |

The best description for the past year would be a year of preparing for change. The introduction of Commission for Equality and Human Rights has brought about hopes and challenges. We welcome the increased partnerships with other champions of other equality strands and the legal synchronisation of eliminating multiple discriminations. However there are concerns that whether the voice of race equality will be quietened amongst the many voices of equalities. Therefore it is more important than ever for us to establish a good foundation to promote race quality for the near future.

For this accounting period April 2006 to March 2007, our **complainant aid service** provided advice and assistance to 56 individuals who complained of racial discrimination and 41 individuals who suffered from racial harassment. Some of the resolutions we achieved for claimants are being highlighted by Christine and Rita in this report. The complainant aid officers were particularly successful in ensuring the service remained a high quality standard during the transition whilst Christine was on maternity leave.

Type of Discrimination Cases	No
Employment	30
Education	1
Housing	2
Service Delivery	12
Other	3

Racial Incidents Reported to Lothian & Borders Police

Totals	Crimes	Crimes Solved
Division A (Edinburgh)	1221	725
Division E (East & Midlothian)	108	70
Division F (West Lothian)	206	115
Division G (Borders)	40	32

**Force Total** 1575 **942**  
**Solvency** 60%

The **community development** team led by Shasta had successfully completed two valuable surveys in the areas of Restalrig and Leith. The outreach workers carried out door to door survey and interviewed 92 black and minority ethnic (BME) individuals in Restalrig areas and 146 in Leith. The findings will be useful for

planning local services. The survey reports are available for download on our website.

During this period, thanks to the funding from Scottish Executive Race Equality Integration and Community Support Fund, we were able to expand our **youth services**. In addition to youth development officer, we were able to create further positions such as youth development assistant and on call youth zone support workers. The youth services now include drop-in on Thursdays and Fridays, one to one support and anti-racism work within schools and other youth groups.

The painted silk artwork as featured in the front cover was created by Youth Zone young people.

Children and young people are such wonderful assets in promoting race equality. Last year we held a talent show involving primary school children. A total of 100 performers took part. The performances included song writing, drama, dance and poetry created by children themselves. We also delivered a full day conference for high school (S3) pupils in April 2007. 13 schools took part in this conference. Evening News reported it as race equality summit for young people which we thought was well suited as the young people came together to discuss how to eliminate racism within their schools.

In order to ensure race equality is at the heart of all service planning, we have secured £25,000 from Scottish Executive Equalities Unit to develop a **community planning project** which included delivering four seminars across Edinburgh and Lothians. These seminars took place in May 2007 with support from many community planning partners and local BME individuals.

ELREC continued to support a range of strategic partnerships such as community safety, children and families services, community of interest support network and procurator fiscal service. Through the year we have seen many good initiatives of data gathering and community engagement. In particular, City of Edinburgh Council Children and Families Services have improved their policy and practice of handling racial bullying within schools. Many of their schools have performed well in the HMIE inspections.

Finally I would like to thank my staff team who have all worked very hard in the past year and our board members, funders and partners for their on-going support.



**Nina Giles  
Director**

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**Scottish Charity  
Number:  
SC007896  
Company Number:  
183419**



**Christine  
Maitland-  
Francis  
Complainant  
Aid Officer**



**Rita Kochar  
Complainant  
Aid Officer**



**Shasta Hanif  
Community  
Development  
Officer**



**Fay Benson  
Youth  
Development  
Officer**

2006-2007 has been an extremely successful year for Complainant Aid at ELREC. We have seen a large increase in the number of clients seeking our assistance. We have also been able to achieve significant resolution for victims both financially and otherwise. Financial Settlements for the year totalled £49,225. Amongst our other settlements, 1 client who had his job terminated was re-instated. We also received a rare written apology from the Police in 1 case. Our success demonstrates that ELREC is definitely a force to reckon with and "would be" discriminators would be advised to think twice.

One memorable highlight of the year for me was our 35<sup>th</sup> Anniversary birthday party. I was the Master of Ceremonies at the event (a job I tried hard to get out of but reluctantly accepted). The whole staff team got together and worked hard to put on a fabulous show. It was a really proud moment for me as I looked on and saw everyone having such a good time.

Long may ELREC thrive!

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In addition to the successes that we have achieved in our financial settlements and police apology, our forums continue to be viewed as an integral part of what we do. ELREC continues to be committed to widening the expertise of advisors with the aim that more will feel comfortable providing tribunal advocacy to persons wishing to bring race discrimination claims. In addition to the many speakers that we have had, ELREC managed to get a leading expert who is both an advocate in Scotland and barrister in England to share his knowledge and expertise with us. This was viewed as a very educational and successful event which left us with an air of confidence.

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The past year 2006-2007, has been eventful and busy at ELREC. The community development service has seen a number of projects successfully completed. The highlight of the year has definitely been the United against racism fun day. The event was based around anti-racism with the aim to bring together children and young people in the Restalrig, Lochend and Leith areas to understand and fight racism. The fun day was a great success where 35 children and young people from a range of cultural backgrounds came together to enjoy activities such as a Multicultural football match, henna tattooing, hair braiding and hip hop dancing lessons. I hope the passion and drive at ELREC continues for future years to come.

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It has been a busy year in the youth zone, fitting them into a paragraph is a hard task so I will just awe you with the highlights!

Between April 1<sup>st</sup> 2006 and March 31<sup>st</sup> 2007 we had over 384 hours face to face work which included one to one work with 25 young people. This has included CV and personal statement help, job hunting support, course application advice, as well as sorting out problems of a more personal nature such as bullying.

Activities have included bowling, a trip to Blackpool Pleasure Beach, a Halloween Party featuring a human beat-boxer, a Capoeira workshop from Senzala Scotland and an awareness raising session about drugs and alcohol.

Two of the young people went along to their first Edinburgh Youth Council meeting in October and are now permanent members, representing ELREC and all BME issues on the executive board. Four young people went to Shasta's focus group with the police, providing an impressive contribution to the discussion.

The highlights this year have been seeing the young people from Youth Zone gain more confidence and taking a step closer to their goals. Through their hard work and commitment, and with the one to one support, they have applied themselves to different avenues such as further education and jobs. I believe that they have broadened their horizons and are now on the way to developing more of their personal potential and it has been a pleasure working with these young people.

This has been my first full year at Youth Zone...and its been fantastic. Highlights have been engaging with young people on crucial issues including racism, identity and cultural issues. The young people were particularly articulate and willing to express themselves during the fall out from Big Brother 'race row'. So much so, that they wrote an article expressing their concern which was published in the Evening News! Other highlights have been the new 'one to one' service, which has arguably been the real success of the year. Many of the young people have now benefited from cv development and career advice, and they have moved on to university and college careers as well as successful jobs!

We are going through a process of development at Youth Zone just now as we seek new ways to re-energise our services and engage with a wider range of young people. Watch this space for exciting new ideas...

Overall, its been great to see young people who have been Youth Zone members for a number of years moving on to successful careers, and its great to know that our service has helped them along the way.

I began working at Youth Zone in March 2007. This has been my first experience of working with teenagers in a youth group setting. To be honest I found the beginning to be a little tricky, but over time I have been accepted by the young people, and I believe that they have been able to form a relationship with me. Planning activities for the young people has been one of my highlights as it has allowed me to reflect on the possibilities available to every young person. Racism and stigmatisation are issues which affect all of the young people but I believe that the work we do at Youth Zone gives the young people new avenues and opportunities. The one to one sessions have also been a highlight as I feel these are the times when relationships are created between youth worker and the young person. I am looking forward to working with the new sessional workers and hope that we will be able to build something bigger and better.



**Lisa Lam**  
Youth  
Development  
Assistant



**Brendan  
McGeever**  
Youth Zone  
Support Worker



**Jennifer Ba**  
Youth Zone  
Support Worker

**Staff 2006/2007**

Director	Nina Giles	Youth Zone Support Worker	Lisa Lam (from Apr 06 till Jan 07)
Complainant Aid Officer	Christine Maitland-Francis Rita Kochar (maternity cover from Sep 06)		Tommy George Maurice Kazoka (from Apr 06)
Community Development Officer	Shasta Hanif		Jennifer Ba (from Feb 07) Brendan McGeever (from Feb 07)
Administrator	Elizabeth Ilochonwu		
Youth Development Officer	Aisha Sohail (till Apr 06) Fay Benson (from Aug 06)	Outreach Worker	Maurice Kazoka (till Dec 06) Anjam Sheikh (till Dec 06)
Youth Development Assistant	Lisa Lam (from Feb 07)	Event Organiser	Mizan Rahman (from Mar 07)
Placement Student	Melissa Elliott (from Mar 07)	Development Assistant	Shazana Hussain (from Mar 07)



**Amjad  
Chaudhry  
Treasurer**

The Financial year 2006/2007 could have been more successful. The core funds provided by the City of Edinburgh (£69,665), remains at the same level as in the previous year. CEC had not made any cost of living adjustments when allocating funds. The shortfall was met by other sources. If the same level is maintained in '08/09, ELREC will have difficulty in fulfilling its responsibilities. I hope CEC will keep this in mind when allocating funds for year 2008/2009.

Other funders, who made a contribution towards funding ELREC were Lothian & Border Police (£36,000), CRE (£32,500) and there were others who helped ELREC with funds. The total grants received for year ended 31 March 2007 by ELREC were £219,759, ELREC would not have carried out its functions fully without these other contributions from smaller funders. I would like to thank them all.

The expenditure was well controlled by the ELREC Director and the staff, thus the surplus for year ended 31 March 2007 was £15,569 compared to £30,574 for year ended 31 March 2006. The combined surplus being carried forward is £53,809.

Like many good employers, we are concerned about the ever rising pension costs that need to be met by employers. These costs are often omitted by funders when awarding grants. This adds further weight for the organisation to build a healthy reserve.

IT company, Kraya Solutions was retained for a further one year to maintain IT System. After a tendering process, a new IT consultants have been appointed for the year '07/08.

The operational costs are increasing day by day and the additional funds from our main funders CEC are ever so important. ELREC is always making efforts to acquire funds from other sources.

I would like to thank Company accountants, (Ian B Wilson) for keeping ELREC's accounts and providing advice in financial matters whenever required. For a copy of full audited accounts, please contact ELREC's office.

## **EDINBURGH & LOTHIAN RACIAL EQUALITY COUNCIL LIMITED**

### **STATEMENT OF FINANCIAL ACTIVITIES**

**(Incorporating Income & Expenditure Account)**

**YEAR ENDED 31 MARCH 2007**

	Unrestricted Funds <u>2007</u> £	Restricted Funds <u>2007</u> £	Total Funds y/e 31/03/07 £	Total Funds y/e 31/03/06 £
Incoming resources :				
Voluntary income :	109,645	110,114	219,759	175,310
Investment income	1,023		1,023	714
Incoming resources from charitable activities	7,539		7,539	13,947
<i>Total incoming resources</i>	<u>118,207</u>	<u>110,114</u>	<u>228,321</u>	<u>189,971</u>
Resources expended :				
Charitable activities	84,835	94,148	178,983	129,251
Governance costs	27,072	6,697	33,769	30,146
<i>Total resources expended</i>	<u>111,907</u>	<u>100,845</u>	<u>212,752</u>	<u>159,397</u>
<i>Net incoming resources before transfers</i>	6,300	9,269	15,569	30,574
Transfers :				
Gross transfers between funds	7,660	(7,660)	0	0
<i>Net movement in funds</i>	<u>13,960</u>	<u>1,609</u>	<u>15,569</u>	<u>30,574</u>
Reconciliation of Funds :				
Total funds brought forward	18,386	19,854	38,240	7,666
<i>Total funds carried forward</i>	<u>32,346</u>	<u>21,463</u>	<u>53,809</u>	<u>38,240</u>

The company had no other recognised gains or losses other than those shown above for the two years ended 31 March 2007.